Civilian Education System

Army Management Staff College

Purpose

- Discuss some important features of the current and future environment

- Inform and educate leaders of Army civilians
  on the Civilian Education System (CES)

Agenda

AMSC

- Who we are
- What we do
- Our programs

CES

- CES overview
- CES course design
- How to apply

The current & future environment

BACKGROUND TO ARMY LEADER DEVELOPMENT

1918: Officer Corps

1966: NCO Corps

1968: Warrant Officer Corps

2006: Army Civilian Corps - CES

AMSC Mission

- Educate and prepare the Army Civilian Corps and military members for leadership and management responsibilities throughout the Army

- Act as analytical agent for the Army Civilian Education System curriculum

- Conduct research and provide solutions to the Civilian Corps and Installation Management communities

Vision

The Innovative Center for Lifelong Leader Development

Campus Locations

Everywhere: AMSC.Belvoir.Army.mil

Fort Belvoir, Virginia

Fort Leavenworth, Kansas

Our Programs

Civilian Education System

Length of Course

- *Foundation Course*

  dL

- *Action Officer Development Course* *dL*

- *Supervisors Development Course*

  dL

- Basic Course

  2-weeks +dL

- Intermediate Course

  3-weeks +dL

- Managers Development Course

Current & Future Environment…

Army Requires

"a well-developed and executed, integrated, systemic approach for civilian leader development."
(ATLDP-C 24 Feb 2003)

Army Required

MULTI-SKILLED LEADERS

- **Strategic and creative thinkers**
- **Builders of leaders and teams**
- **Competent full spectrum warfighter or accomplished professional who supports the SOLDIER**
- **Effective in managing, leading, and changing large organizations**
- **Skilled in governance, statesmanship and diplomacy**

Ever-changing Variables

- **Persistent conflict**
- **Army civilians deploy more frequently**
- **Significant mil-civ conversion**

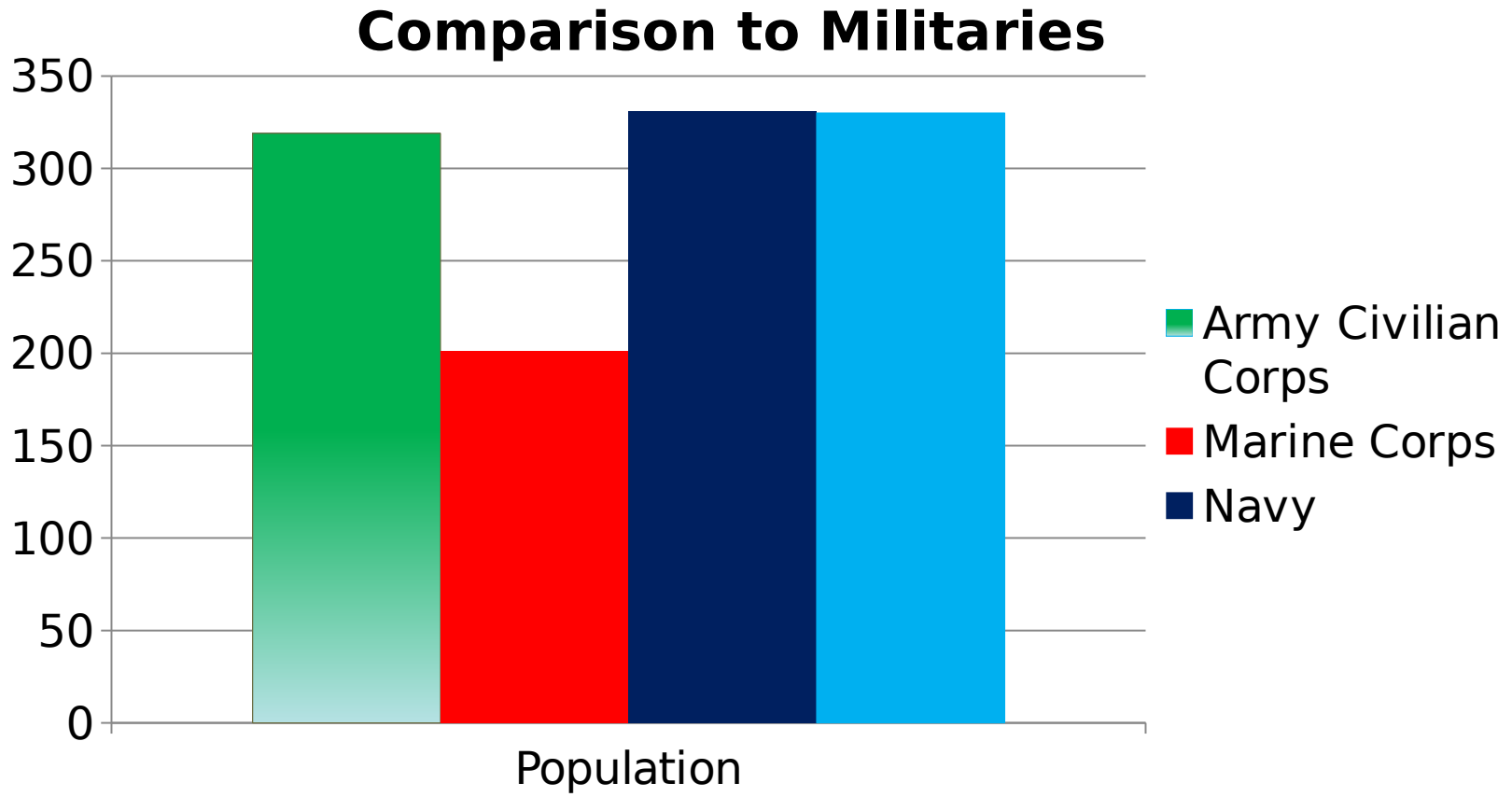
What is the ACC?

- 319,000 Members strong – all categories*
- 42,000 – number of positions we will fill in 2010
- 48,000 – number of positions we will fill in 2011

= 90,000 Positions turned over in 2 years!

*Counting the ACC is difficult, who you count and when you count them produces different figures

Army Civilian Corps

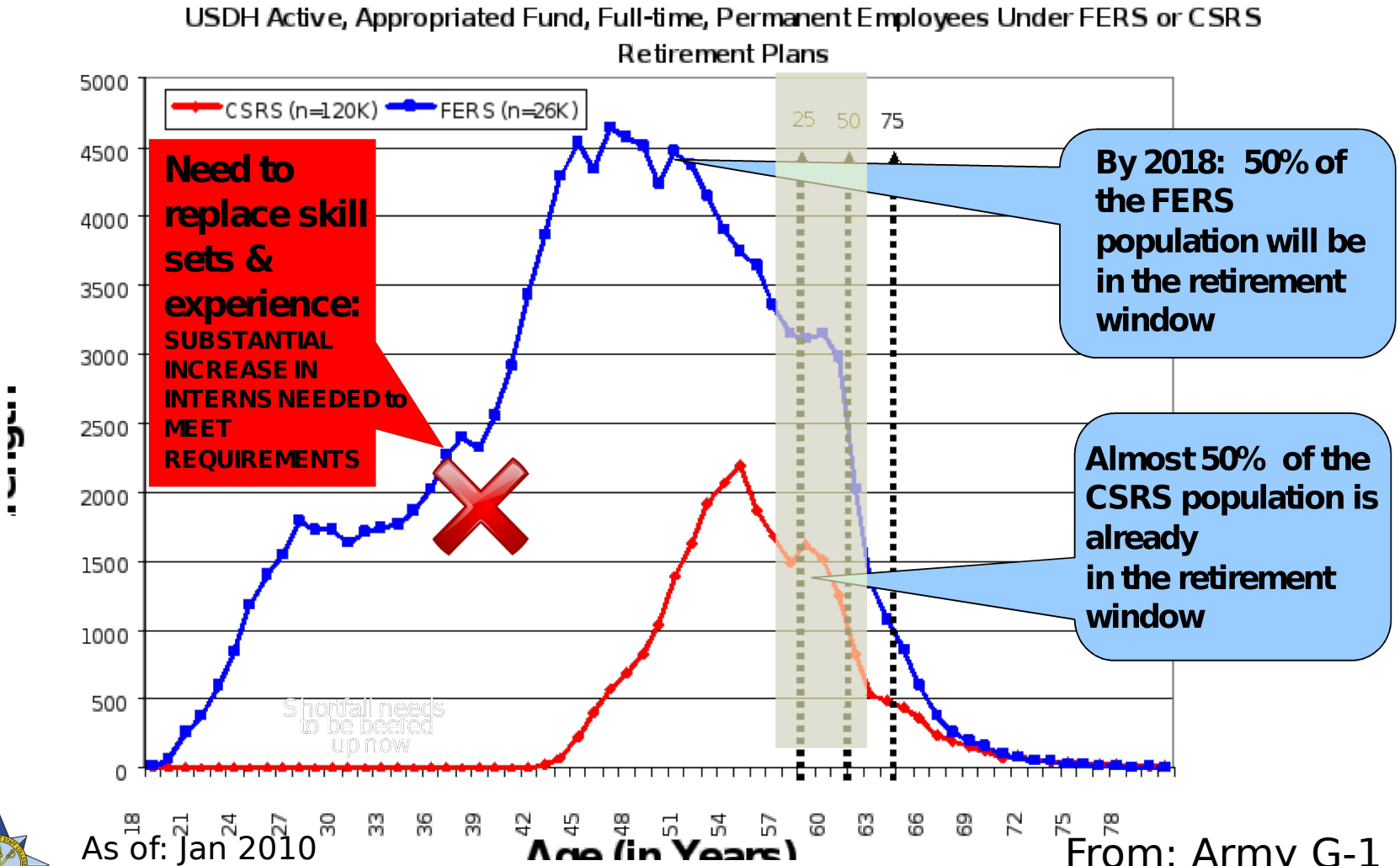


Our People are Changing

- Supervisors
  - Retirement-eligible supervisor workforce
  - Increase in supervisors over the past decade – then the reverse
  - Diversity of supervisors
- Workforce
  - Shift toward a knowledge-based workforce
  - Increased communication needs by generation
  - Teleworking Initiatives

As Supervisors Retire:
An Opportunity to Reshape Organizatio
MSPB October 2009

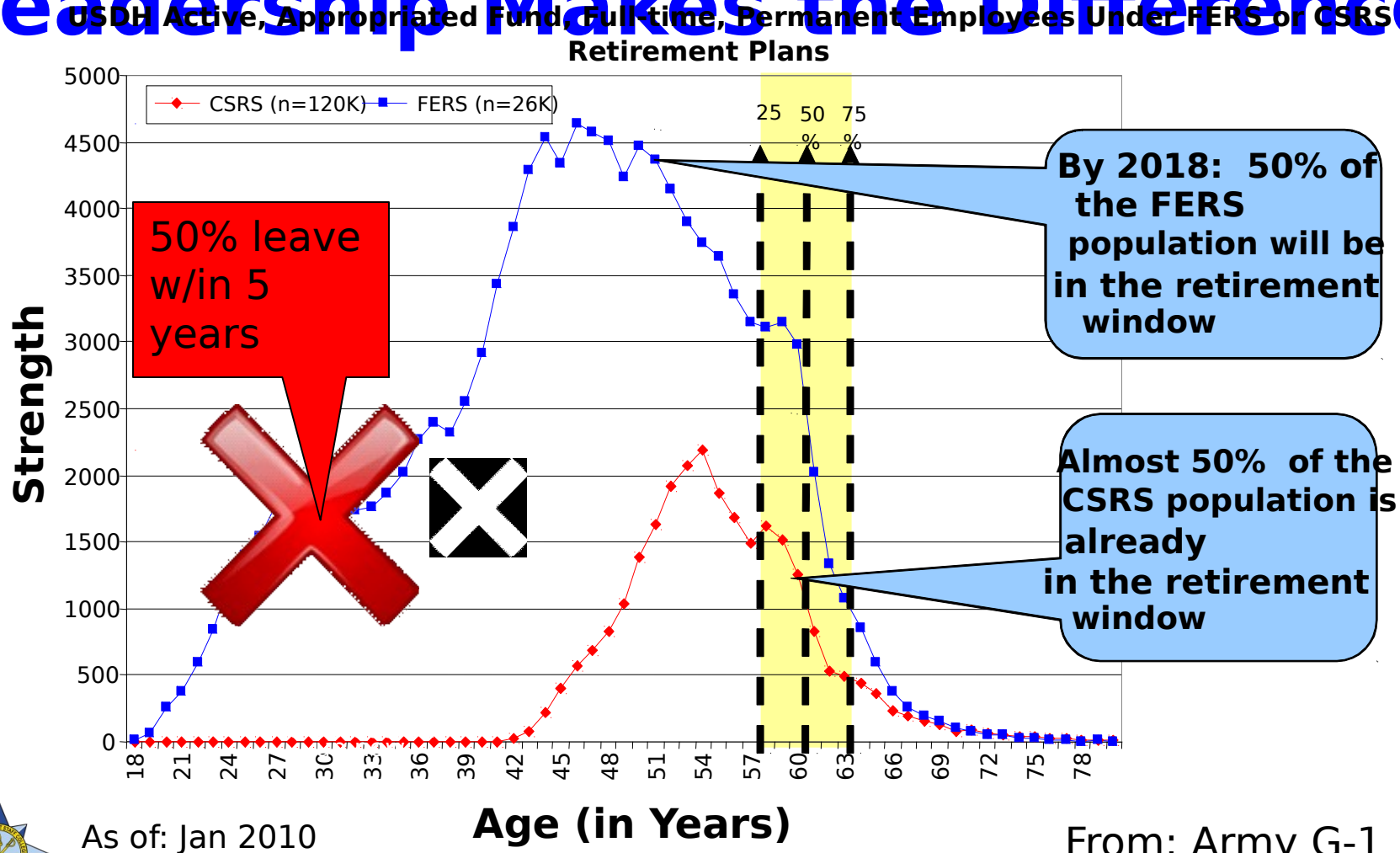
Aging Civilian Workforce Challenges



As of: Jan 2010

From: Army G-1

Civilian Workforce Challenge – Retention
Leadership Makes the Difference



As of: Jan 2010

From: Army G-1

Where Does Improved Leadership Pay off for You?

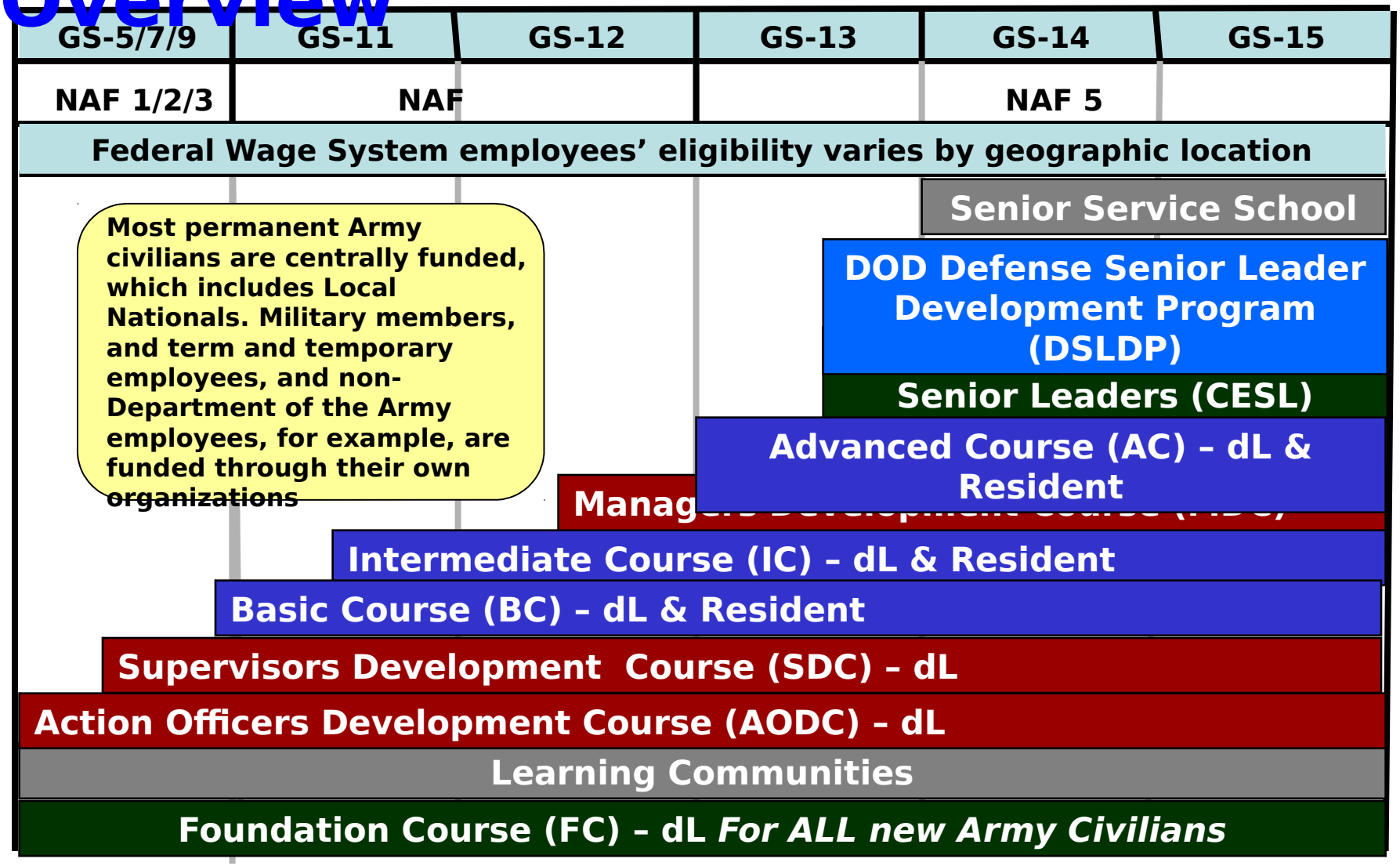
- Better results from the people you have
- More time on the mission
  - Better morale
  - Less conflict
- Creates environment to grow your people
  - Can coach, mentor
  - Return on your developmental investment
- Better performance in your leader

AMSC Can Help You

Civilian Education System (CES)

A civilian leader development program that provides enhanced leader development and education opportunities for Army civilians throughout their careers

Civilian Leader Development Overview


GS-5/7/9
GS-11
GS-12
GS-13
GS-14
GS-15
NAF 1/2/3
NAF
NAF 5
Federal Wage System employees' eligibility varies by geographic location
Most permanent Army civilians are centrally funded, which includes Local Nationals. Military members, and term and temporary employees, and non-Department of the Army employees, for example, are funded through their own organizations
Senior Service School
DOD Defense Senior Leader Development Program (DSLDP)
Senior Leaders (CESL)
Advanced Course (AC) – dL & Resident
Intermediate Course (IC) – dL & Resident
Basic Course (BC) – dL & Resident
Supervisors Development Course (SDC) – dL
Action Officers Development Course (AODC) – dL
Learning Communities
Foundation Course (FC) – dL For ALL new Army Civilians

Pay bands based on supervisory responsibility

Civilian Leader Development Online Courses

distributed Learning (dL) available through the Internet to all Army civilians for self-development

Action Officers Development Course	Supervisors Development Course	Managers Development Course
Designed for civilians who "work actions" on behalf of senior staff officers or commanders Required for interns. Completion required before they complete the intern program	Provides supervisors and managers with civilian administration skills such as work management and basic supervision Required for employees in supervisory and management positions	Assists supervisors and managers with basic skills for managing work and leading people Recommended for all civilians in supervisory and management positions

Foundation Course

44.5 hours of distributed Learning (dL)

DA Civilian who understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for leader development

- Understand structure of the Army
- Knows Army leadership and doctrine
- Organizes daily activities
- Knows how to build teams and practices group dynamics
- Applies the skills for increasing self-awareness
- Meets DA administrative requirements
- Applies effective communication principles
- Comprehends career progression for DA civilians

Basic Course

2 weeks resident, 40 hours of distributed Learning (dL)

DA civilian who understands and applies basic leadership skills to lead and care for small teams; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates

Lead teams

Develop self, team members, & team

Achieve team task(s) in support of team mission(s)

Intermediate Course

3 weeks resident, 44.5 hours of distributed Learning (dL)

DA civilian skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

Leads people

Manages systems

Advanced Course

4 weeks resident, 63 hours of distributed Learning (dL)

Army Civilians skilled in leading a complex organization in support of national security and defense strategies; integrating Army and Joint systems in support of the Joint Force; inspiring vision and creativity; implementing change; and managing programs.

Leads people in a complex organization

Leads a complex organization and inspires vision and creativity

Operates within an environment of integrated systems, with a focus on mission

Continuing Education for Senior Leaders

4.5 Day Residential Course + 40 hours of dL

The CESL targets leaders at the GS14/15 leadership level or equivalent. CESL will sustain and further develop leaders by refining their broad skills and potential for the Department of Defense's future contemporary operating environment. The program is a participatory environment where students discuss current issues in the field.

- Prepares for transition to senior level leadership positions
- Uses inventive problem solving techniques
- Strengthens awareness of organizational well being and cultural diversity issues
- Uses knowledge management techniques
- Generates strategic thinking: creating agile and resilient organizations
- Understands impact of moral development/ Intellectual development

Registration

To register, visit the Civilian Human Resource Training Application System (CHRTAS) web site at https://www.atrrs.army.mil/channels/chrtas/

WHO: Army Civilian and Military
WHAT: Civilian Education System
WHEN: Dates provided on CHRTAS web site
WHERE: Forts Belvoir and Leavenworth

Have a question?

Contact the AMSC Help Desk

or

AMSC Registrar Office

amscregistrar@conus.army.mil

AMSC

For all the Current News and Dates:

http://www.amsc.belvoir.army.mil

QUESTIONS?